

igniting HUMAN POTENTIAL





Through three generations of family leadership, Luck Companies has been building strong communities for nearly 100 years. Our three business units make the products that serve as the foundation for the bridges, roads and buildings that keep our economy moving and protect our environment. Driven by our values of Integrity, Commitment, Leadership and Creativity, we believe in providing our associates with the tools and support to perform and lead at their best so they can ignite the potential in themselves and others. Our company is a community of people, utilizing the power of values and customer inspired relationships to redefine what's possible for an industry and make a positive and enduring impact.

With 28 operating locations and over 800 associates, Luck Companies is headquartered in Richmond, Virginia, where it was founded by Charles Luck Jr. in 1923. Charlie Luck IV leads the company today.

luckcompanies.com

OUR VALUES

INTEGRITY

Earns the trust and respect of others

- Be honest
- Do what you say
- Hold self and others accountable
- Give and receive feedback

COMMITMENT

Takes personal responsibility for the success of self, others and the organization

- Model safety, health and environmental stewardship
- Do what it takes
- Pursue excellence
- Celebrate success

CREATIVITY

Delivers ideas and innovation that add value

- Be curious
- Learn new skills
- Be open to change
- Explore and experiment

LEADERSHIP

Ignites human potential and performance

- Value diversity and difference
- Develop self and others
- Inspire confidence and optimism
- Confront issues

LUCK⁺STONE[®]

Luck Stone is the nation's largest family-owned and operated producer of crushed stone, sand and gravel. A responsive and creative partner to the construction, civil engineering and environmental industries, Luck Stone provides consistent, quality aggregate materials and services that serve as the foundation of roads, bridges and buildings. The materials we deliver are only the start of our commitment, which goes far beyond stone. Our people contribute to our customers' success through partnerships built on simplicity and service. We continually innovate to find value for our customers' operations and ensure stewardship of the land. Our vision is that we will positively impact the Luck Stone community by building value inspired by our customers.

luckstone.com

LUCK⁺ECOSYSTEMS[™]

Luck Ecosystems transforms raw materials into environmental performance products to optimize sports playing field surfaces, support plant growth, filter stormwater and protect the land and shore. What began as a small grassroots effort to reduce waste at quarry sites has transformed into a purpose-driven business with ambitious goals to improve the environment. Luck Ecosystems offers customers a range of solutions to manage the effects of stormwater runoff, from the only horticultural growing material registered with the Virginia Department of Agriculture and Consumer Services to professional-grade media for golf courses and baseball fields. Our high-quality soil blends, ball field mixes and erosion control materials provide the underlying foundation of a more sustainable ecosystem and rewarding sports experience.

luckecosystems.com





Luck Real Estate Ventures specializes in the development of industrial and commercial land. Our vision is to impact economic growth through industrial real estate ventures. With offerings in industrial, commercial and land for development from Hampton Roads to Central and Northern Virginia, Luck Real Estate Ventures' extensive property holdings are primed for profitable development. We care deeply about our communities, and work closely with partners to realize the full economic potential of our properties, carefully managing each project to affect positive change in the community. Our approach is strategic, sustainable and ultimately unlocks greater social and economic benefit. Headquartered in Richmond, Virginia Luck Real Estate Ventures was founded in 1998.

luckrealestateventures.com

LUCK COMPANIES FOUNDATION

Luck Companies gives back to our community through local philanthropy, matching associate giving and grants from the Luck Companies Foundation. In addition, the Luck Companies Foundation partners with non-profits to lead work that results in long-term positive impact in our local communities. We focus in two main areas — Values Based Leadership and Environmental Stewardship.

luckcompanies.com/our-impact



OUR LOCATIONS



Quarry



Sand and Gravel



Luck Ecosystems



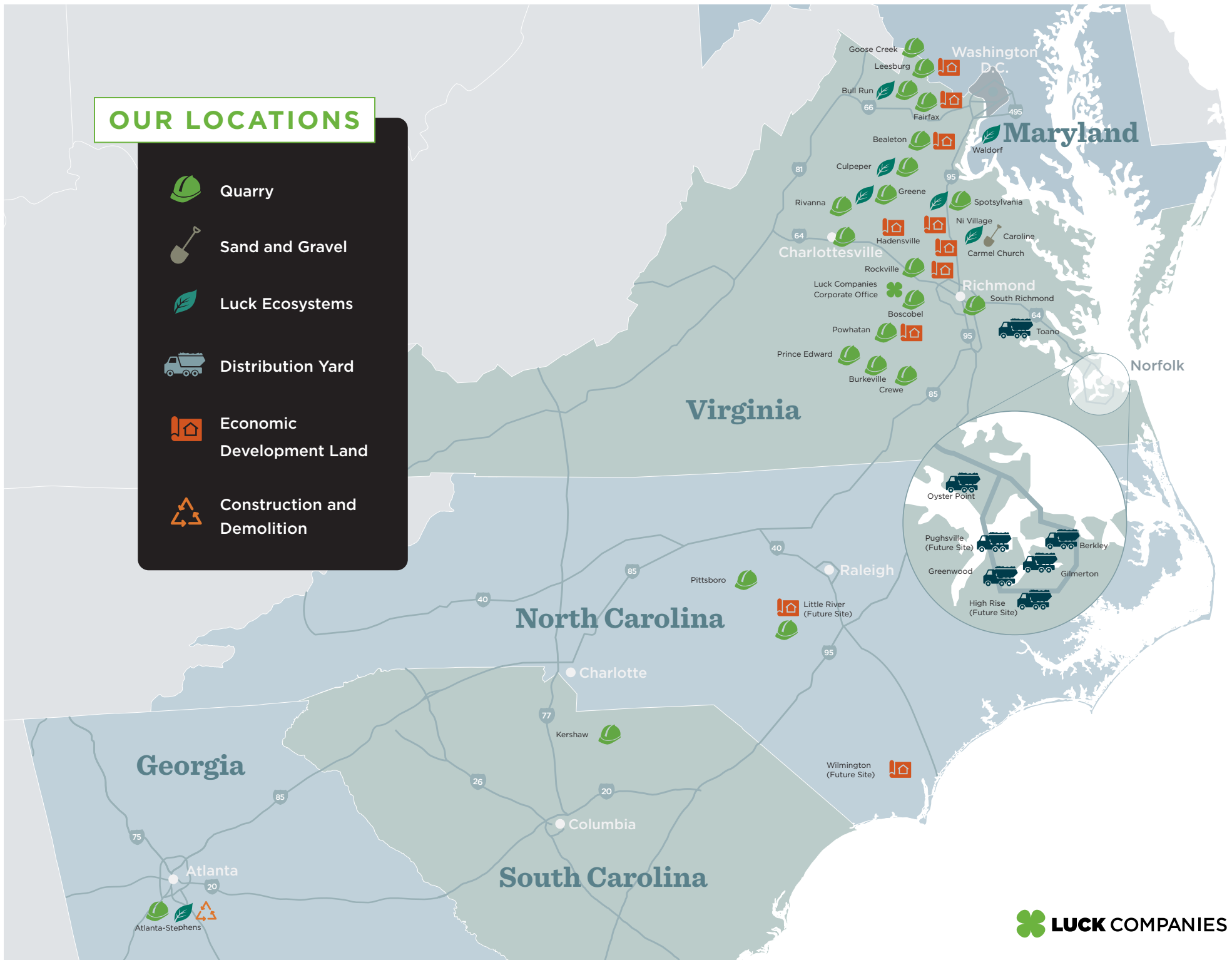
Distribution Yard



Economic
Development Land



Construction and
Demolition



VALUES BASED LEADERSHIP

Values Based Leadership (VBL) is a distinctive leadership philosophy that has guided Luck Companies for more than 17 years. VBL embodies living, working and leading in alignment with deeply discovered core values in order to ignite human potential in yourself and others. At its core, VBL is about becoming the best version of yourself so you can make a positive impact on those around you. In a professional setting, VBL can help connect organizational goals to associates' personal values. By fostering a values based culture, we are creating and experiencing connections that have a significant, positive impact on our business.

INNERWILL

Based on the results of our own journey, we founded the InnerWill Leadership Institute in 2015 to amplify the reach and impact of our mission. InnerWill teaches the necessary skills to strengthen leadership capabilities and drive results through the practice of Values Based Leadership (VBL).

Companies and individuals who foster a values based approach to leadership create connections that have a significant impact on organizational outcomes — including higher levels of engagement, lower levels of turnover, increased alignment around a company's strategy and mission, and a better bottom line.

InnerWill is a 501 c3 nonprofit dedicated to creating better people, braver leaders and a wiser world.

innerwill.org



PRESS CONTACT:

Natalie Brisbane
nbrisbane@luckcompanies.com
804.784.6300

LOGO DOWNLOAD

Print | Digital

